

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	Borough of Fort Lee	County:	Bergen	
Employee Organization	New Jersey State Policemen's Benevolent Association Inc., PBA Local No. 245	Employees in Unit:	89	
Base Year Contract Term:	1/1/2007	12/31/2010	New Contract Term, 1/1/2011	12/31/2015
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award <input type="checkbox"/> Fact-Finder Recommendation <input type="checkbox"/> Voluntary Settlement			

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): **Base salary** is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
	Section III: Economic - Costs inside base salary		Section IV: Additional Costs	
Salary	\$13,340,285	N/A	\$11,108,257	N/A
Increment
Longevity
Section V: Totals - Sum of costs in each column	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)

Effective Date (m/d/yyyy)	1/1/2011	1/1/2012	1/1/2013	1/1/2014	1/1/2015
Percent Increase	2%	2%	2%	2%	2%
Actual dollar increase	\$32,000	\$32,640	\$33,293	\$33,959	\$34,638
Total Economic Costs (successor agreement)					

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)

2%
Dollar Impact (average per year over term of agreement)
\$33,306

Section VIII

<u>Medical Costs</u>	Base Year	Year 1
Cost of Health Plan	\$1,973,860	\$2,336,724
Employee Contributions	\$152,645
Prescription
Dental
Vision

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, she is subject to punishment.

Section IX

Prepared by:

Maryanne Leodori
 Print Name: *Maryanne Leodori*
 Signature: *Maryanne Leodori*

Title:

Administrative Secretary
 Date: *7-30-2015*